

MOUNTAINVILLE ACADEMY PERFORMANCE PAY PLAN

The Board recognizes that quality teaching should be matched with quality compensation, and that providing incentive for higher performance will lead to greater student achievement and school success. The board therefore adopts the following policy regarding performance bonus pay for teachers.

Elements of the Performance Pay Plan

Eligibility: Teachers with a current teaching assignment are eligible to receive Performance Pay based on the teacher's individual performance using the elements and criteria outlined in the plan. Teachers who are terminated for cause or are on formal probation are not eligible.

Amount: The amount of Performance Pay available is up to \$1500 per FTE. (This amount may increase or decrease commensurate with state funding under 53A-17a-148.) The actual amount earned will be based on the percentage of points earned according to the elements of this plan.

Criteria: High Performance Teaching includes these four elements:

- Impact on student learning gains
- Excellent teaching practice
- Professionalism and leadership
- Parent Satisfaction

Impact on Student Learning Gains

High Performing Teachers' students make more than one year's worth of growth while in their class. Teacher impact shall be measured using a value-added model of student test scores. This model makes use of the tests that are already used within the school's academic program, as described in the school's charter, and as required by Utah statute and rule.

Student progress will be measured student-by-student, not class-by-class. That is, a teacher's impact will be measured by the progress of his or her specific students over the course of the year that they were in the teacher's class. The Average Student Learning Gain will be calculated as the higher of the median or the mean of the individual growth of each measured student over the school year during which they were in the teacher's class.

Higher student growth means a higher score on the Impact on Student Learning Gains element of the Performance Pay model. The points range for this element is a sliding scale between 0 and 40 points.

Average Student Learning Gain	Points
Less than 1 year's growth	0
1 to 1.1 years' growth	10
1.1 to 1.25 years' growth	25
More than 1.25 years' growth	40
Total Possible Points	40

Excellent Teaching Practice

Quality classroom instruction and management is measured by qualified observers during in-classroom observations by Mountainville Academy administration and/or education consultants using standards outlined in the school's charter, developed by school administration, consistent with Board policy and approved evaluation standards, and fully explained to teachers.

Teachers must show they provide above average emotional support, classroom organization, instructional support, and student engagement. During the observation they will be scored on a 1-5 scale with 5 being the best score possible on the following dimensions:

Instruction	Classroom Organization
Content and structure	Behavior Management
Language and delivery	Procedures and Routines
Application and Assessment	Cleanliness and Safety
Emotional Support	Student Outcomes
Positive climate	Student Engagement
Regard for student perspectives	Student Understanding

Each teacher shall be observed for one hour on three different occasions. Two members of administration and/or approved educational consultants will score the teacher during each observation. Both observers' scores will be averaged to determine one combined score for each of the three observations. The three combined observation scores count towards the overall score for the Teaching Practice element. The Performance Pay points range for this element is a sliding scale between 0 and 30 points, and the units for the points are based on the teacher's average score per dimension on the rubric.

Average Observation Score Per Dimension	Points
3.0 or lower avg. per dimension	0
Above 3.0 but below 3.5 avg. per dimension	10
3.5 to 4.0 avg. per dimension	20
Above 4.0 but below 4.5 avg. per dimension	25
Above 4.5 avg. per dimension	30
Total Possible Points	30

Professionalism and Leadership

High Performing Teachers contribute to the school community at large and serve as professional role models to fellow teachers and students alike. A teacher's professionalism, leadership, and quality are evaluated by the school administrative leadership team (principal and vice principals). Supervisors evaluate the teacher's strengths and weaknesses compared to the expected performance standard according to the Mountainville Academy Teacher Evaluation. The Evaluation measures punctuality and attendance, professional appearance and conduct, communication and rapport, school and professional commitment, and adherence to school policy.

The Performance Pay points range for this element is a sliding scale between 0 and 20 points, and the units for the points are based on the teacher's percentage of criteria that meets or exceeds the expected performance standard.

Percentage of Criteria meeting or exceeding expected standard	Points
Any criterion needing special attention to meet expected standard	0
70 percent of criteria meeting or exceeding expectations or 60 percent of criteria meeting or exceeding expectations with some exceeding	5
80 percent of criteria meeting or exceeding expectations or 70 percent of criteria meeting or exceeding expectations with some exceeding	10
80 percent of criteria meeting or exceeding expectations or 70 percent of criteria meeting or exceeding expectations with some exceeding	12
90 percent of criteria meeting or exceeding expectations or 80 percent	15

of criteria meeting or exceeding expectations with some exceeding 90 percent of percent of criteria meeting or exceeding expectations with some exceeding	18
100 percent of criteria meeting or exceeding expectations with some exceeding	20
Total Possible Points	20

Parent Satisfaction

High Performing Teachers achieve high levels of satisfaction among their students and parents.

Once annually during the final academic term, Mountainville Academy shall survey parents on overall school operation, including satisfaction with teachers and administration. The Performance Pay points range for this element is a sliding scale between 0 and 10 points, and the units for the points are based on the percentage of parents rating their classroom teacher as satisfactory or higher.

Percentage of Students and Parents Rating Satisfactory or Higher	Points
Fewer than 70 percent of parents rate the teacher satisfactory or higher	0
70 percent of parents rate the teacher satisfactory or higher	5
80 percent of parents rate the teacher satisfactory or higher	8
90 percent of parents rate the teacher satisfactory or higher	10
Total Possible Points	10